APPENDIX I

THE UNIVERSITY
OF MICHIGAN
AUG 0
LIBRARY SCIENCE
LIBRARY

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LIBRARY OF CONGRESS
AFFIRMATIVE ACTION SURVEY RESULTS

In June 1973, the Assistant Director of Personnel for Equality Programs distributed to all staff members a questionnaire eliciting suggestions for the fiscal year 1974 Affirmative Action Plan. The following indicates the results of this survey. When no response is indicated, it means that individuals did not respond to that particular question.

I. Employees ranking of program priority preferences for fiscal year 1974 Affirmative Action Plan. (Weighted values: one for first place vote to eight for last place vote.)

	Weighted Value
Training and Education programs	4608
Promotion and Reassignment programs	5135
Evaluation of Employees' potential	6298
Performance Recognition and Incentive programs	7059
Counseling (for supervisors and employees)	8051
Improvement of Testing and Selection systems	8535
Processing of complaints of discrimination	8771
Recruitment programs	10857

II. Would you prefer to see the resources available for the 1974 Plan evenly spread on a larger number of objectives or concentrated on fewer objectives?

Spread resources over larger number of objectives	553	31%
Concentrate resources on few objectives	1148	66%
No response	58	3%
	1759	100%

III. There are at least two strategies an Affirmative Action Plan may take in preparing employees for future opportunities: one, it can train and qualify large numbers of employees for expected but uncertain opportunities in the future, or two, it can concentrate on training and qualifying small numbers of employees for predetermined and certain opportunities in the future. Which strategy do you feel should be followed in the 1974 Plan?

Train larger numbers of expected/uncertain opportunities	603	34%
Train smaller numbers for predetermined/certain opportunities	1108	63%
No response	48	3%
	1759	100%

IV. If the Affirmative Action Plan were 100% effective during FY 1974 what major change or event would you expect to occur as a result of this effectiveness?

(Where respondents gave more than one response, the second was scored as a "Secondary Expectation." Responses are ranked according to "Primary Expectations.")

	Primary Expectation		Secondary Expectation	
(1) Improved employee morale/Less unrest/More job satisfaction/ Happier, contented workforce/Lower turnover.	216	18%	52	29%
(2) Greater efficiency/Better utilization of employees/Improved service/Better qualified staff.	180	15%	84	18%
(3) More promotions/Upward mobility/Reclassifying and upgrading jobs.	169	14%	43	15%
(4) More opportunities for training, education, job advancement and varied job experiences.	100	9%	28	10%
(5) Improved relations & communication between employees and Administration/Better understanding/Better working conditions.	80	7%	18	6%
(6) Less discrimination/Equal treatment for all/Fewer complaints of discrimination/Less racism.	72	6%	29	10%
(7) More minorities in higher grades/Professional positions.	70	6%	4	2%
(8) Better promotion plans & career ladders/Elimination of dead-end jobs/More appropriate qualification requirements.	64	5%	14	5%
(9) More promotions, training & other benefits for employees in the lower grades.	45	4%	4	2%
(10) Miscellaneous Responses	186	16%	8	3%
	1182	100%	284	100%
(11) No Response	577		1475	
	1759		1759	

A Summary of Open-Ended Responses to the Above:

	Primary Expectation		Secondary Expectation	
(1) Improved employee morale/Less unrest/More job satisfaction/ Happier, contented workforce/Lower turnover.	216	18%	52	29%

Better attitudes toward work in general and the Library of Congress in particular on the part of most LC employees.

I would expect the employees to have developed a more wholesome attitude toward their jobs and this would be due to the results of a program which would involve the evaluation of employees' potential, training and education programs, counseling, promotion and reassignment programs, and performance recognition.

Less discontent and alienation of employees.

Improved attitudes toward the individuals' job on the part of the individual, e.g., take pride in what he does.

A boost in morale and hope of people who had little or no hope of achieving more than a job in a menial capacity.

Employees would have a happier and more positive approach to their work.

Greater employee satisfaction and improved morale--both hard to measure.

Less turnover.

Better morale, more identification with the Library, and lessened alienation.

Happiness and tranquility.

There would be fewer malcontents on the Library staff or at least the dissidents will quiet down.

(2) Greater efficiency/Better utilization of employees/Improved service/Better qualified staff. 180 15% 84 18%

We would have trained, qualified, and efficient workers, not people who come every day to ensure their paycheck.

The Library would benefit from applied education and training programs and receive 100 percent work from the employees instead of the current "see how little we can do in an 8-hour period" which seems to prevail throughout the system.

I would expect an overall improvement of services provided to the staff of the Library of Congress, to Congress, and to the public.

An upgrading of products and services provided by LC.

A little more effort on the part of the staff to get the work done that they're being paid to do.

Better trained, informed, and functional employees who know and perform in their job.

(3) More promotions/Upward mobility/Reclassifying and upgrading jobs. 169 14% 43 15%

Tangible results in upward mobility program.

I would expect to have another job.

An appreciable number of opportunities to advance from technical levels to professional levels.

Promotions and reassignments. Recognition of the little people's qualifications.

Significant upgradings of individuals affected.

More and faster promotions.

A raise in my pay check.

(4) More opportunities for training, education, job advancement and varied job experiences. 100 9% 28 10%

The training of employees into higher grades.

More LC training and education courses to be given on promotion/specialization program.

They would send me to school.

LC would identify, train, and use a much larger proportion of the potential of its present employees.

Tuition benefits would be available for *all* employees interested in taking job-related courses after working hours.

(5) Improved relations & communication between employees and Administration/Better understanding/Better working conditions.	80	7%	18	6%

Less formalization, more human relations, less treatment as a machine and more as a person, especially between supervisors and employees.

Closer contact and greater improved sensitivity between administration and the people working under them—as it is, it is an endurance test!

More communication between labor and management.

A change in employee attitude toward LC, supervisors, work, leave use, etc.

LC would be a better place to work and a model to other agencies.

I would hope for widespread understanding by both supervisors and employees of the importance of both rights and responsibilities in employee-management situations.

It would seem that any such program would have as its "happy ending" a well-trained, competent, and efficient supervisor-worker structure which is, unfortunately, never achieved by a "major change or event" but by systematic and sympathetic interaction and cooperation.

A more peaceful management-employee relationship.

Better understanding between Administration and Staff.

(6) Less discrimination/Equal treatment for all/Fewer complaints of discrimination/Less racism.	72	6%	29	10%

No complaints (or few) of discrimination since everyone would have an opportunity for job fulfillment and possible advancement.

Eradication of institutional racism.

I would expect no discrimination in job qualification or promotion.

Equal Opportunity Office with time on their hands.

That covert and overt discrimination cease to prevent qualified minority employees from advancing themselves within the Library.

(7) More minorities in higher grades/Professional positions.	70	6%	4	2%

Equal concentration of blacks in *all* levels—GS-1 through GS-18.

More blacks with higher paying and more meaningful jobs.

More blacks promoted and reassigned to the key positions.

An increase in the average grade occupied by minority groups.

(8) Better promotion plans & career ladders/Elimination of dead-end jobs/More appropriate qualification requirements. 64 5% 14 5%

The elimination of arbitrary, discriminatory, regressive, stupid, senseless, and artifical educational requirements for job promotion.

Elimination of large numbers of deadend positions, especially in grades 1-7.

Realistic job descriptions with fair pay for work demanded. Job referral center to make qualified employees aware of vacancies for which they are qualified.

Career objectives established for many employees resulting in personal accomplishment and job satisfaction.

(9) More promotions, training & other benefits for employees in the lower grades. 45 4% 4 2%

Employees who are stuck at grades 1-5 properly trained and given a chance for promotion.

I would expect to see the upgrading of those employees who have been in low grades for years, with the ability to perform a higher task.

A training program for the lower grade employee, who doesn't have a stack of degrees, which will enable him to get a higher grade.

Opening of more job opportunities and promotions for employees GS-7 and below.

(10) Miscellaneous Responses 186 16% 8 3%

If during FY 1974 the program were 100% effective, the program would be stopped.

Unfortunately, I am somewhat skeptical about the potential of any affirmative action program and do not expect any major changes or events.

The LC could eliminate Dr. Walton's job, the Equal Opportunity Office, the Training Office, and reduce staff in Employee Relations.

Disappointment that the program has not been more effective because increased opportunities lag behind the rise in expectations.

The program would terminate. The most desirable outcome (if that is what is meant) would be for the staff to KNOW that if they are not advanced, it is not because of favoritism, discrimination, or lack of recognition, but because someone else was better prepared—and to know it because it is (or would be) true.

God only knows.

Nothing!! This is the way everything turns out around LC.

A year is too short a time to expect dramatic, measurable results.

Nothing major, but every little improvement is welcome.

Confusion and disappointment arising from escalation of expectations.

The people in general would have reason to BELIEVE that the Library really intends to work on this problem and solve it. Even the die hard skeptics would have to acknowledge that justice was meted out, that people were being trained and promoted, that supervisors who discriminate were hit hard, that they had a chance of advancing.

None, because I don't think any action will be taken.

Direct positive commitment by the LC Administration to do what they say they're going to do.

CHARACTERISTICS OF EMPLOYEES RESPONDING

Questionnaires were distributed to all of the approximately 4,000 Library employees and 1,759, 44%, responded. The characteristics of employees responding, shown below, were supplied by the respondees. A comparison of these reported characteristics against a description of all Library employees by grade and race revealed that the sample (i.e., those responding) in this survey *under* represents minority employees in grades 1-4, and 5-7, *over* represents minority employees in grades, 8-12, and GS-13 and up. Non-minority employees are proportionately represented in grades 1-4, and 5-7, *under* represented in grades 8-12, and *over* represented in grades GS-13 and above.

A. By grade level:

GS 1-4	225	13%
GS 5-7	572	33%
GS 8-12	690	39%
GS 13 or above	246	14%
No response	26	1%
	1759	100%

B. By seniority in Federal Government:

Less than 3 years	501	29%
4-9 years	619	35%
10-19 years	359	20%
20 years or more	253	15%
No response	27	1%
	1759	100%

C. By education:

Less than high school	14	**
High school	312	18%
Some college, no degree	432	25%
Bachelor's degree	458	26%
Master's degree	419	24%
Doctorate degree	83	5%
No response	41	2%
	1759	100%

D. By job category:

Clerical	308	17%
Library technician	453	26%
Librarian	400	23%
Administrative	283	16%
No response	315	18%
	1759	100%

E. By group:

Minority	619	35%
Non-minority	930	53%
No response	210	12%
	1759	100%

F. By sex:

Male	806	46%
Female	902	51%
No response	51	3%
	1759	100%

APPENDIX II

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ALA ANNUAL CONFERENCE
Las Vegas, Nevada, June 24-30, 1973

EXHIBITS

Sweetheart roses, Vanda orchids, and multi-colored plastic bags proliferated within the spacious exhibit area in the Las Vegas Convention Center during the 92nd Annual Conference of ALA. Unlike many previous conferences, there was room to spare for both booths and delegates. Following are some of the highlights of the exhibits.

The emphasis on audiovisual materials has grown remarkably in the last few years. While last year's conference theme centered on this aspect of library service, the exhibits this year dealt even more with advances in photocopiers, microfiche, microfiche and microfilm readers, cassettes and projectors. Numerous booths featured films and cassette rentals, posters, and prints, while phonograph records made a much bigger showing than usual. The ALA Audiovisual Committee had four theaters set up with continuous showings of "the best in 1972-73 16mm releases, classic films, and films which had been overlooked or bore repeated exposure." "Dial M for Media" was their theme. While this might be termed the "sublime," the "ridiculous" appeared in a booth featuring a spoof on the Watergate papers and selling sweatshirts and other "Watergate" souvenirs. A television set in the booth tuned into the Watergate hearings throughout the conference. Along with the audiovisual equipment, the latest in library furnishings was displayed. This made a bigger impression than usual, possibly because space permitted more extensive cubistic displays of brightly-colored modular styles, Danish motifs, and functional designs.

As usual, many booths featured gimmicks to attract the attention of conference goers. In keeping with the surroundings, a conjurer did sleight-of-hand tricks to demonstrate a book-detection system while in another booth, winners of a Faro game received posters and buttons, next to palm readers and fortune tellers plying their trade to a long line of waiting believers in the occult. Crafts attracted attention, with a macrame artist demonstrating her talent in one booth and a maker of sculptured candles working in another. In both cases, books on the subjects were prominently displayed, with the craftsmen doubling as authors.

Celebrities attracted long lines to the booths in which they appeared. On each day, a prominent trade publisher gave away copies of books which were signed in person by authors Erma Bombeck, Marilyn Sachs, Robin Moore, and Hugh Downs. The winners of the Newbery and Caldecott medals, Jean George for *Julie of the Wolves* and Blair Lent for *The Funny Little Women*, along with many other children's authors were on hand to sign purchased copies of their books. Signatures of the authors who are also illustrators often became elaborate drawings. The crowning touch came on the last day in the person of Alistair Cooke, even more suave and urbane in person than on television, who signed copies of an article he wrote for *World Book*.

Especially noticeable this year were the number of foreign publishers exhibiting their wares. French, German, Italian, Hungarian, and several English publishers congregated, along with representatives from the Central Library in Taipei, Republic of China, and five or six Japanese publishers. One large booth displayed many works on both Chinas. A major exhibit called the International Book Exhibit drew many onlookers. After the convention, it was scheduled to be moved in its entirety to the University of Nevada, Las Vegas, for a one-week public display. Other public-spirited publishers, particularly of paperbacks, donated their display stock to various libraries and educational facilities in the area.

Old friends received more space in this year's exhibits, such as the Combined Book Exhibit, the Combined Periodical Exhibit, and an attractive layout of ALA's own professional booths. Other notable layouts included a general store, complete with antique coffee grinder, scales, and free penny candy; and a saloon with swinging doors and a bar of books, initiating a series on the Old West. Winners of awards for outstanding booths were G. C. Merriam Co. with a larger-than-life reproduction of the cover of one of their dictionaries; and the E. P. Dutton Co. whose brilliant yellow and orange panels combined with white to form a suitable backdrop for an award-winning author.

A caricaturist from Hollywood drew sketches of ALA delegates who signed up for them. Many new West Coast and Southwest publishers took advantage of the convention location to promote their regional publications. In general, the exhibits this year were a

good place to become familiar with the latest in publishing, furniture, and library equipment; to meet friends who were also struggling with heavy bags of catalogs, prints, books for half price, and autographs; to complain about poor subscription services or faulty photocopying equipment; and to win a lap-sized microfiche reader in a drawing—a place to learn a lot and have fun while doing it. [*Nancy E. Gwinn*]

COUNCIL I

Perhaps it was the effect of the large scoreboard overhead reading "Las Vegas Convention Center/Player/Fouls/Home/Guest/Period." In any event, the first meeting of Council at the annual ALA conference represented an unusual degree of unanimity compared to the stormy sessions of the past few years, and there was little recourse to the parliamentarian-referee. President Katherine Laich conducted the meeting with the skill, common sense, and good humor that were to mark her performance throughout the week, dispatching the necessary but tedious business of adopting rules, revising and approving agenda, and approving the 1973 Midwinter Council minutes in good time. Two rules were adopted: on motion, a standing vote could be required; and the action taken for the Midwinter meeting allowing ALA members, on vote of Council, to speak on the Council floor was made permanent.

When she wrote the president's report, Miss Laich said, she believed that books and libraries were under the first amendment. Since then that belief had been shaken by the June 21 decisions of the Supreme Court. Probably the most important action facing the Council, she said, would be ALA's response to those decisions. She went on to point out some of the association's recent activities that had dealt with intellectual freedom: the Midwinter meeting in Washington stressed free access to libraries, free speech, and a free press; an ALA workshop in April was devoted to intellectual freedom. Other developments during the year had been the establishment of ALA offices for research and for personnel resources, the appointment of a minority recruitment specialist, and the compilation of new standards for accreditation. To offset these gains were the loss of the Library Technology Project and the International Relations Office owing to budget cuts. Because of the drastic financial situation confronting ALA and libraries generally, Miss Laich urged the association to concentrate on long-range planning, priorities, and goals. The new Council structure is working well, she reported, and there has been encouraging progress in the democratization of ALA.

In the absence of President Alex Allain, who was prevented by illness from attending the conference, Vice President Everett Moore presented the report of the Freedom to Read Foundation. An abbreviated summary of the report follows:

Earlier in the year, the Supreme Court had decided a case of special interest to ALA members by ordering the reinstatement of Barbara Papish, who had been expelled from the University of Missouri for distributing copies of the *Free Press Underground* on campus. The Court said the first amendment "leaves no room for the operation of a dual standard in the academic community with respect to the content of speech." Joan Bodger, who, before her dismissal from the Missouri State Library, had protested suppression of the *Free Press Underground* at the University of Missouri, was one of the first recipients of assistance from the foundation "for hardship incurred in her support and defense of the principles and spirit of the *Library Bill of Rights.*"

Even at that time, Mr. Moore reported, the foundation's still hopeful expectations were tempered by a foretaste of what was to come. Three justices dissented from the opinion of the majority in the Papish case. Mr. Chief Justice Burger found civility sufficient reason to restrict first amendment rights and joined Justice Rehnquist and Justice Blackmun in finding the imagined threat of a taxpayers' revolt sufficient to dismiss first amendment claims.

On June 21, the Supreme Court handed down five decisions involving issues under the first amendment, that, generally speaking, establish four new guidelines for determining whether a work is protected by the first amendment or is beyond the range of the first amendment, and thus censorable:

(1) The phrase "utterly without redeeming social value" has been deleted as one of three tests, all of which previously had to coalesce for a work to be banned, and has been replaced by the test of "whether the work, taken as a whole, lacks serious literary, artistic, political, or scientific value";

(2) The term "community standards" is not to be interpreted as the standards of the national community; rather, each State—and even each local political subdivision—may enact obscenity legislation, which is to be applied through a jury on the local level. If the jury decides that the "average person" in its particular community would find the material to be obscene, the work would be censored, and the decision of whether or not a work is obscene is an issue of fact for the jury and not appealable;

(3) There is no longer any necessity for a prosecutor to present evidence that a work is obscene and, therefore, illegal. Rather he has only to present the work itself to the jury, which, on its first-hand review, can make the determination of obscenity; and

(4) The principle that a person has the right to possess whatever he desires in the privacy of his own home (Stanley v. Georgia) has been narrowly restricted by the Court. Although he is still entitled to possess whatever he desires in his own home, he may not purchase, acquire, or import material deemed to be obscene.

Mr. Moore quoted Justice William O. Douglas in his dissent in *Paris Adult Theatre I v. Slaton, District Attorney et al.:*

"What we do today is rather ominous as respects librarians. The net now designed by the Court is so finely meshed that taken literally it could result in raids on libraries. Libraries, I had always assumed, were sacrosanct, representing every part of the spectrum. If what is offensive to the most influential person or group in a community can be purged from a library, the library system would be destroyed."

At its meeting on June 22, the foundation board of trustees voted to call the attention of the ALA executive board to the Supreme Court decisions of June 21 and request the support of the board in informing the full membership of the association of the action and its effects. The foundation voted to request the ALA to hold press conferences and to release statements to the press informing the public of the association's concern over the decisions and the implications for librarians. The foundation also requested the ALA to appropriate the funds necessary to file a petition with the U.S. Supreme Court for a rehearing of the five decisions, the litigation to be conducted for ALA by the Freedom to Read Foundation.

In addition, the foundation requested the ALA executive board to inform the signatories of the *Freedom to Read Statement* and other appropriate groups of its action, inviting them to provide whatever support is possible and appropriate.

Mr. Moore then quoted from another of Justice Douglas' dissents in one of these cases: "My contention is that until a civil proceeding has placed a tract beyond the pale, no criminal prosecution should be sustained." This statement, Mr. Moore said, has a direct bearing on the suit in which six librarians are joined as plaintiffs by the American Library Association, the California Library Association, and the Los Angeles Public Library Staff Association against the attorney general of the State of California, challenging the State's Harmful Matter Act. The suit contends that no librarian should be subject to criminal penalties for distributing works that have never been declared illegal in a court of law. "It is a cardinal principle of criminal justice," Mr. Moore stated, "that a person must be able to ascertain with reasonable certainty what the law forbids. Under present 'harmful matter' law, no man, not even the most learned attorney, not even the California attorney general, can predict with assurance whether a given jury will find a work 'harmful'." Under this principle the plaintiffs contend that the California harmful matter statute should be declared unconstitutional. The suit could establish a precedent whose importance under the new constitutional law, Mr. Moore declared, cannot be overemphasized.

On March 12, U.S. District Judge Harry Pregerson ordered a three-judge panel to be convened in accordance with the application of the plaintiffs. Denying the motion to dismiss filed by the defendant, the California attorney general, Judge Pregerson held that a genuine controversy was before the Court and that a substantial constitutional problem had been raised. A major issue resolved by the judge concerned the question of standing to sue. He decided in favor of California librarians and library employees, citing the recent decision of the U.S. Supreme Court on abortion laws, which held that physicians who were never prosecuted or even threatened with prosecution under extant abortion laws did have standing to bring suit against these laws. The case will go before the three-judge panel in August.

In other action this spring, the board of trustees voted to file an amicus brief in the appeal of the *Zap Comix* case to the U.S. Supreme Court. The highest judicial body of New York upheld the constitutionality of a State law which holds that a person selling obscene material is presumed to do so with knowledge of its content or character. In other words, the mere fact of distribution allows the court to infer that materials were distributed with knowledge of their content. The four-to-three ruling of the Court sustained the 1970 convictions of two Manhattan bookstore managers who sold copies of the so-called adult comic, *Zap Comix*. The managers contended that the presumption of the law violated constitutional guarantees of due process and free speech. In dissent, Chief Judge Stanley J. Fuld said, "Freedom of speech is too important a right to allow it to be seriously impeded or impaired by a presumption." If allowed to proceed in filing an amicus brief, the foundation will attempt to vindicate Judge Fuld's claim before the U.S. Supreme Court.

Because the California suit argues that librarians must be able to determine what materials they can legally disseminate to minors, the constitutionality of the presumption that the disseminator knows the content of everything he disseminates must be challenged.

In closing, Mr. Moore pleaded for financial support for the foundation. The wheels of the judicial machine turn very slowly, he said, and these wheels require enormous sums of money to oil their movement. Although the foundation has sought support from publishers, booksellers, and others with a genuine commitment to the freedom to read, it is clear that the major support must come from members of ALA. Since the beginning of the fiscal year—last September—legal fees for the California suit alone have totaled more than $10,000. Fees for attorneys and related court expenses continue to come in. It would be more than a setback for the foundation and the members of ALA, Mr. Moore pointed out, if the California suit had to be withdrawn for lack of funds.

Upon the motion of Richard Darling, chairman of the Committee on Intellectual Freedom, the Council passed unanimously a resolution that the ALA file a petition with the U.S. Supreme Court for a rehearing of the five decisions involving the first amendment handed down on June 12, and that the Freedom to Read Foundation, the legal defense arm of the ALA's intellectual freedom program, conduct the litigation on ALA's behalf; and further, that ALA advise the signatories of the Ffeedom to Read Statement and other appropriate groups of its action and invite them to support the effort by filing similar petitions, by joining in the association's petition, or by taking other appropriate, affirmative action.

For the last few years, motions, amendments to motions, and similar matters have been projected on large screens on either side of the Council and Membership meeting hall for the benefit of the members and clarification of action. At 11:15, these boards reflected a gigantic "FLASH," informing the membership that as of 10:30 that morning the House was debating H.R. 8877 that Rep. William D. Ford was speaking for libraries, and that the continuing resolution might also come up that day. This was the first of such legislative bulletins noted by this reporter. Subsequently during the week, many more were seen or were heard over the loudspeaker system in the exhibit area.

Heartened, Council returned to business at hand, passing unanimously a motion to establish an Intellectual Freedom Round Table; to provide a forum for discussion of intellectual freedom in relation to libraries; to serve as a channel of communication in matters involving intellectual freedom; to provide greater involvement of ALA members in intellectual freedom concerns; and to promote a greater sense of responsibility in this area on the part of the members. An organizational meeting was set for Thursday evening.

Because Peggy Sullivan withdrew from candidacy for Council after the ballots were printed, she received a large number of votes, leaving the Election Committee without precedent or provision in the bylaws for coping with the situation. The committee therefore recommended that the seat remain vacant until the next annual election, and that Council adopt a policy or recommend an amendment to the bylaws that would provide procedural guidance in future similar situations. The motion was carried. Discussion resulted in a motion that Council refer to the Committee on Constitution and Bylaws an amendment providing that a vacated seat go to the candidate receiving the next highest number of votes. The motion was seconded and passed, and another motion postponed further action until Thursday so that the Election Committee might make a recommendation.

Robert Wedgeworth, ALA executive director, summarized the history of the Library of Congress inquiry. At the 1973 Midwinter meeting, the Staff Committee on Mediation, Arbitration, and Inquiry headed by Mr. Wedgeworth, reported to Council regarding its followup of the Library of Congress Inquiry Team's recommendations of January 25, 1972, and had noted developments at the Library of Congress since that time. SCMAI then recommended that the agency responsible under the Equal Employment Opportunity Act of 1972 for monitoring and reporting be utilized by Council as an information-gathering source for any continuing or subsequent review of LC practices regarding minority employment. Council had rejected this recommendation, declaring the report unacceptable, and had directed SCMAI to "extend its efforts to an on-site investigation into the Library of Congress' failure" to comply with the Kaser inquiry recommendations and to report to Council again at the Las Vegas annual conferences.

Accordingly, discussion was initiated with officials of the Library before the close of the Midwinter meeting. Further correspondence and discussions culminated in an invitation from the Library of Congress for the ALA executive director, accompanied by a select group of the association's members, to visit the Library on June 4-7, 1973. The purpose of the

visit, Mr. Wedgeworth said, was "to review the plans and programs of the Library regarding affirmative action and the provision of equal employment opportunities for minority employees."

The group scheduled discussions with the officials of the Library as well as brief interviews with employees selected at random during tours of several divisions of the Library. The ALA group had also planned to interview representatives of the major staff organizations at the end of their schedule. This decision was made at the group's initial meeting, before their first contact with the Library of Congress. However, several major organizations of staff members, concluding that they were being put at a disadvantage by not having prior notice of the ALA visit, were unwilling to be interviewed at that time. The ALA group decided that the lack of participation by these organizations was important to their review and scheduled a return visit for September 24-26, 1973. The primary purpose of the second visit will be to assure adequate opportunity for the employees of the Library of Congress to comment upon the programs and plans under review. Upon the motion of E. J. Josey, seconded by Frank Sessa, the Staff Committee's request that Council extended the time allowed for the completion of this assignment, with the understanding that there will be a progress report at the 1974 Midwinter meeting in Chicago, was unanimously approved.

A budget for 1973-74 of $2,200,000 was reported by William DeJohn, chairman of the Committee on Program Evaluation and Support. The total represents $258,709 taken from the association's endowment funds.

In other action, the executive board was asked to report on the recent revisions in the accreditation appeals procedure at the next meeting of Council, and Council approved a motion authorizing ALA staff to determine in consultation with the curator of the LBJ Library and more suitable memorial honoring Lyndon Johnson's strong support of libraries than the plaque which had been recommended at Midwinter. The LBJ Library, it was reported, has a superfluity of plaques. [*Sarah L. Wallace*]

COUNCIL II

The second Council session was held on Thursday morning. President Laich called the session to order and turned the meeting over to the presiding officer, Vice President and President-elect Jean E. Lowrie of the School of Librarianship, Western Michigan University, who established that a quorum was present.

The first item of business was a report from the Equal Employment Opportunity in Libraries Committee. Chairman Barbara Manchak announced that a draft of the committee's policy statement on discrimination in libraries will be published in the October issue of *American Libraries*. Debate and action on the policy statement will take place at the 1974 Midwinter meeting at Chicago.

Next came a statement from Russell Shank, ACRL President, who explained that ALA rules prevented him, a divisional president, from introducing a resolution voted by the body that he represented. Mr. Shank cited this rule as indicative of the lack of autonomy of ALA divisions, a situation that he felt was unhealthy for both the divisions and ALA. The ACRL resolution, calling for ALA endorsement of the report and recommendations of the Carnegie Commission on Higher Education as stated in the report, *The Fourth Revolution: Instructional Technology in Higher Education*, was introduced by a Council member and was passed by Council.

The report of the ALA Committee on Standards was presented by Phyllis Hochstettler, Chairman. Debate arose concerning sections of the report providing for the final approval of new standards, especially when standards had previously been adopted by individual divisions. Several Council members felt that the committee was assuming power that, according to the ALA constitution, it did not have. The Council voted to send the report back to the committee for clarification. It will be considered again by Council at the 1974 Midwinter conference.

Charles Townley, Chairman of the LSD Subcommittee on Library Service for American Indian People, presented the subcommittee's report. The document, which outlined goals for Indian library and information service, was unanimously endorsed by Council.

The report of the ALA Legislation Committee was presented by Joseph Shubert of the Ohio State Library, Chairman. Mr. Shubert briefly discussed each of the three areas in which the committee had been working: current appropriations, the development of an effective national legislative network, and legislative long-range planning. He presented an up-to-the-minute status report on library legislation pending in Congress and then introduced a resolution which expressed appreciation to members of the U.S. House of Representatives for their support of library-related appropriations. Mr. Shubert's report was followed by several pledges of renewed or increased financial support for ALA's Washington office from

representatives of regional library organizations.

Council next passed a resolution adopted at the membership meeting on Wednesday. The resolution affirmed the right of each library employee to organize and bargain collectively with his or her employer without fear of reprisal.

The final Council action of the morning was the approval of the report of the Committee on Accreditation on the revision of the appeals process. Presentation of the new procedures was made by F. William Summers of the University of South Carolina. Council approval occurred after floor debate concerning the resolution of potential disagreements between the committee and the ALA executive board. As recommended by the committee and passed by Council, the board will disband the committee and appoint a new one in the case of irresolvable disagreement.

[*John Y. Cole*]

FIRST MEMBERSHIP MEETING

The first membership meeting convened in the Convention Center Rotunda on Wednesday afternoon, Katherine Laich presiding. After adoption of the agenda, Robert Wedgeworth presented his "State of the Association Report." Mr. Wedgeworth first stated his objectives as executive director: to become acquainted with as many members as possible and to fill headquarters staff with the best people possible. He mentioned new staff appointments, and reviewed in some detail the problems of subscription and membership records, particularly the fact that that segment of the staff is behind in its work. He reported that the number of members had increased from more than 25,000 in 1963 to more than 30,000 in 1972 and that membership dues had increased from more than $611,000 in 1963 to more than $1,428,000 in 1972. The major problems in this area are in the processing of membership and subscription records, which has had too low a priority for too long a time, and an outmoded accounting system. Mr. Wedgeworth pointed out that delays in processing membership records made the processing of the ballots for the annual election difficult, the problem stemming in part from the fact that members do not renew early enough. Some mishaps of the recent election were discussed. Turning to the annual conference, Mr. Wedgeworth mentioned the problem created by over 1,000 meetings in a period of a little more than a week and the problems of providing hotel accommodations for 10,000 people. He also stated that the programs were underfinanced and underdeveloped. Apparently wishing to scotch a rumor, Mr. Wedgeworth stated that he was not against preconferences, but was for better annual conferences. Concluding his report, Mr. Wedgeworth stated that a new accounting system is being designed and spoke of the Conference Format Committee, which reported at Las Vegas.

The second item on the agenda was ratification of amendments to the constitution and bylaws, presented by Stephen Whitney, St. Louis (Mo.) County Library. The amendments voted on reduced the maximum term of committee members from six to four years and was carried.

Next, Peter Hiatt, President, Library Education Division, on behalf of that division presented the 1973 Beta Phi Mu award for distinguished service to education for librarianship to Lester Asheim, Professor, Graduate Library School, University of Chicago. In addition, posthumous Beta Phi Mu citations of Patricia Ryan Knapp, former Associate Professor, Department of Library Science, Wayne State University, and Ralph R. Shaw, former Professor, Graduate School of Library Studies, University of Hawaii, were made.

As the fourth item on the agenda C. James Schmidt, New York State Library, Chairman of the Ad Hoc Committee on Tenure in Libraries, reported that progress had been made on a draft revision of the association's statement on tenure and that the completed draft would be presented to Council for adoption at the 1974 Annual Conference in New York.

The remainder of the meeting was devoted to action on five resolutions offered by members of the association. The first resolution commended the Ways and Means Committee of the State of California Assembly for approving a bill to increase by a minimum of 23 precent the salaries of librarians of the University of California, thus bringing their salaries into line with those of other nonteaching academic staff in the University system, and urged the California Legislature to enact the bill. After several amendments improving the wording, the resolution was adopted.

The second resolution in its original form asked that the ALA censure the University of Chicago Library. The resolution in its "whereas" portions stated that the University of Chicago Library had, on June 15, 1973, abolished six professional library positions on 15 minutes notice; four of the incumbents had been active in advocating the organization of a union in the library and it was the tenor of the resolution that this fact led to abolition of the positions. Once

the resolution had been moved and seconded, a parliamentary hassle developed to enliven the afternoon. The resolution was challenged as out of order because censure is in the purview of the Staff Committee on Mediation, Arbitration, and Inquiry (SCMAI). The chair ruled the resolution out of order; the ruling was appealed, and the appeal won. At that point a substitute resolution was offered, calling for an investigation of the University of Chicago Library's personnel policies and procedures to be undertaken by SCMAI, which was directed to present its report at the 1974 Midwinter meeting. The substitute resolution was amended to urge the library to reinstate the discharge staff members pending the investigation. The amended resolution was passed by a large majority.

The next resolution called upon ALA to support "the nonviolent efforts of the farm worker to determine his own future, including the right to vote for the union of his choice through open and fair elections." A motion to table the resolution was defeated and, with very little discussion, the resolution was defeated, the standing vote showing 235 for and 252 against.

A resolution urging that ALA encourage "individual librarians and local and regional library associations and other members of the ALA to band together to financially support unemployed librarians engaged in community service projects by pledging monthly payments" was defeated by a voice vote after brief discussion.

The final resolution asked ALA to "go on record as recognizing the right of librarians to advocate the organization of labor unions without fear of reprisal or punishment by their employers." This resolution as this reporter understands it, had the effect of making a position statement of the executive board the policy of the association. The resolution passed.

[*Paul W. Winkler*]

SECOND MEMBERSHIP MEETING

President Laich convened the second membership meeting on Friday morning in the Las Vegas Convention Center. Two courtesy motions in the form of commendations were presented to the membership; each was passed unanimously by a standing vote. In the first, presented by the International Relations Committee, the association commended Emerson Greenaway "for his long service to the Committee and his support of international relations in general . . ." The second, presented by the Audiovisual Committee, pointed out that the committee "holds as one of its objectives the integration and full acceptance by the membership of information in all formats and recognizes the major import of conference exhibits in furthering this objective." The committee commended "the work of Mr. Chris J. Hoy, American Library Association Conference Manager, in this regard" and called to the attention of the association "his leadership in its exemplary exhibit program."

The next item of business was a statement presented by Father Joseph P. Browne, University of Portland, regarding hard-core pornography. Father Browne pointed out that librarians "censor" books in the course of selecting them by the very fact that some books are chosen and some are not. He discussed the conflict between personal liberty and the rights of others, and associated the rise in sex crimes, at least in some small way (and some sociological studies to the contrary notwithstanding), to the rise in the availability of hard-core pornography. Father Browne stated that he was not opposing the action of Council (a reference to a resolution passed by Council at its first meeting calling for, among other things, the ALA to file a petition with the U.S. Supreme Court for a rehearing of its five decisions handed down on June 21, involving the First Amendment). He did think, however, that someone, somehow has to speak out against "smut peddlers." Father Browne stated that, in his opinion, such people are not interested in the freedom to read but in the dollar. Father Browne stated that, having been pressured by the Intellectual Freedom Committee and also in deference to his friendship with Eli Oboler, he was not going to offer a motion for consideration by the membership.

William DeJohn, Chairman of the Committee on Program Evaluation and Support, presented an information report on personal dues. COPES began studying the dues schedules with the hope of being fair to all. At the time of the report the committee had considered personal dues only. Life memberships are not affected, and the committee has not yet taken any formal action. Some of the objectives the committee hopes to attain include providing for a flat fee for personal members and a fee schedule that will attract new and former members and provide relief for present members. The committee also hopes that journals can become self-supporting. At present, the committee has under consideration three different plans, each of which provides for basic membership dues for personal members of $35 per year and includes the receipt of *American Libraries*. Other details vary with each plan. The major provisions of the three plans and their fiscal effect, based on cur-

rent membership, are shown in the following table. Plans 1 and 2 would result in fiscal deficits.

Plan	Benefits	Fiscal Effect
1	Any number of divisions; all journals by subscription only	−$5,202
2	Choice of one division. Each extra division $10 for those with journals $5 for those without journals	−$105,283
3	Choice of two divisions; $5 for each extra division. All journals by subscription only	+$78,053

Since Plan 3 would appear to bring an increase in funds of about $78,000, COPES is most favorably impressed with it at this time. After Mr. DeJohn's report, there was a lively discussion period with various members asking questions and proposing suggestions, all of which the committee will consider. The committee hopes to have a recommended plan for action on the dues schedule ready by the time of the 1974 New York Conference.

A third courtesy motion was presented by Miriam J. Crawford, Temple University, Philadelphia, and seconded by E. J. Josey, New York State Education Department, Albany, commending Robert Wedgeworth, and the Johnson Publishing Co. The resolution cited the June issue of *Ebony* magazine, published by the Johnson Publishing Co., for an article entitled "The Voice of 30,000 Librarians," which draws attention to American libraries, the association, and its executive director. The motion read, in part, "Resolved that the membership of the American Library Association offer congratulations to Mr. Wedgeworth and staff on this fine example of deserved publicity, and thanks and commendation to him and to the Johnson Publishing Company for this service to the cause of American libraries and librarians." The resolution was passed unanimously by a standing vote.

Page Ackerman apprised the membership of a case of deprivation of intellectual freedom involving women and discussed at a meeting held Tuesday on the Welfare of Women in Librarianship. The meeting was sponsored by the Library Administration Division, Personnel Administration Section, Economic Status, Welfare and Fringe Benefits Committee and the Social Responsibilities Round Table Status of Women Task Force. The speaker, Wilma Scott Heide, president of the National Organization for Women, described the banning of a book in Portugal written by three women. The book, published in 1972, the title of which in English translation is "New Portuguese Letters," concerns the loneliness and exploitation of women. The three authors have been arrested and were to have gone on trial on July 1. Miss Ackerman indicated that the National Organization for Women will be taking action and that the matter will be brought up at the IFLA meeting in Grenoble in August.

It was announced that the Intellectual Freedom Round Table was organized on Thursday evening. Dues are $2 per year. Officers are John Phillip Imroth, Chairman, and Jean-Anne South, Vice Chairman.

After additional announcements, President Laich adjourned the meeting. [*Kay D. Guiles*]

AUDIOVISUAL COMMITTEE

Pearce Grove, Chairman, at the meeting on Monday, discussed the MAXI Awards presentation by *Media & Methods*, the first annual awards for maximum educational effectiveness to publishers and producers of media. The ALA Audiovisual Committee cosponsors the award.

Various media problems also were discussed, particularly the need for reviews of video cassettes for college-level curriculums. The recent addition of reviews for audio cassettes in *Booklist* was announced. Concern was expressed about needed copyright legislation regarding the duplication of audio and video materials. Because libraries and communication centers usually are separated on college campuses, a question was raised as to how, in addition to a union catalog, these two functions can be brought closer together.

On Wednesday, Mr. Grove, discussed the steps taken in trying to establish a joint committee of the ALA and the Association for Educational Communications and Technology, expressing the hope that the two associations can cooperate and communicate in their development of guidelines and standards for media. He also reported that ISAD is planning to place more emphasis on media and will develop units relating to audiovisual materials.

A statement of the purpose of the ALA Audiovisual Committee was discussed. The committee approved the recommendation of RTSD to establish a standing audiovisual committee. Also discussed were the highly successful exhibit programs "Dial M for Media" and the "Cinema Nightcap," consisting of

motion pictures and sound slides and filmstrips, and plans for promotion of similar programs for the 1974 ALA convention. Because of the increased use of media in libraries, a recommendation was made that an audiovisual problem booth be considered for future conventions. The increasing number of audiovisual exhibitors was noted and a resolution passed and sent to the board recognizing the role of Chris J. Hoy in revolutionizing the exhibits at the conferences. [*Vivian L. Schrader*]

ACRL AUDIOVISUAL COMMITTEE

At the Tuesday meeting various members discussed the Allan Mirwis *Directory of 16mm. Film Collections in Colleges and Universities in the United States,* published in March 1972 by Indiana University, Consortium of University Film Centers. The committee agreed to help the Consortium of University Film Centers keep the directory current. Also discussed were the goals of the committee—its role in helping to promote the use of an International Standard Media Number if a plan for such a number is established; the importance of the committee's becoming more involved in planning media programs for future ALA conventions; the need to establish an office at future conventions in order to assist librarians in the use of audiovisual materials; the concern that the committee serve as a catalyst in ACRL's involvement with the community regarding media developments in industry; and the importance of the committee's promoting the use of nonprint media by ACRL.

William Axford, member of the editorial board of *College & Research Libraries,* presented an audiotape feedback on the article, "The Changing Role of Directors of University Libraries," by Arthur N. McAnally and Robert B. Downs, in the March issue of the periodical, to demonstrate the use of media in capturing invaluable information which might not otherwise be prepared for publication. [*Vivian L. Schrader*]